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COUNTY OF LOS ANGELES  
DEPARTMENT OF HEALTH SERVICES  
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February 17, 2006

TO: Each Supervisor

FROM: Bruce A. Chernof, M.D.  
Acting Director and Chief Medical Officer

SUBJECT: **DHS REPORT ON NURSING RECRUITMENT AND RETENTION**

On your Board meeting of December 20, 2005 you requested that the Department of Health Services submit a report on a comprehensive approach to streamline nursing recruitment and retention. Attached is a report which addresses the following key areas:

Exhibit I: Nursing Strategic Plan which includes the following critical components of recruitment and retention designed to reduce and eventually eliminate Department of Health Services' reliance on the utilization of nurse registry and other temporary medical personnel registry contract workers:

- Development and implementation of an effective recruitment plan
- Development and implementation of an effective retention plan
- Development and implementation of clinical training programs

Exhibit II: Current Recruitment and Retention Statistics

Exhibit III: Recommendations for Quality Control Measures on the use of nurse registries and other temporary medical personnel

Exhibit IV: Recommendations on implementing full tuition reimbursement without decreasing County length of stay commitment

Exhibit V: Recommendations on Nursing Recruitment Tools

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Exhibit VI: Cost Analysis of providing scholarship vs. registry cost per FTE

Exhibit VII: Implementation Timetable

The Department of Health Services believes that delegation of authority for certain classification and compensation decisions would expedite hiring of critical unfilled position. The department has completed its interview process for a new Director of Human Resources and expects to name this individual in the next week. One of the immediate short term goals for the Human Resources Director will be to work with DHS executive leadership, Department of Human Resources, and the Chief Administrative Office to develop a proposal for your Board's review.

If you have any questions or need additional information, please let me know.

BC:vb  
512:012

Attachments

c: Chief Administrative Officer  
County Counsel  
Executive Officer, Board of Supervisors  
Department of Human Resources

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